

Ensure the Fiscal Soundness of the City

- Develop the General Fund budget to support the City's mission and use the City Council-approved Budget Balancing Strategy Guidelines (Attachment A) to ensure the long term fiscal health of the City.
- Ensure services that are restored can be sustained over the long-run to avoid future service disruption. (Use Five-Year General Fund Forecast as one tool.)
- If possible, defer adding new permanent positions until new retirement system is in place.

Choose Investments that Achieve Significant Outcomes

- Ensure restored services represent City Council priorities and the highest current need in the community.
- Balance investments among three categories:
 - Restoration of services (public safety and non-public safety services, including critical strategic support services).
 - Opening of new facilities.
 - Maintenance of City infrastructure and assets.
- Prioritize baseline service level restorations using performance goals.
- Focus funding on areas where there is a high probability of success and/or a high cost of failure.
 - i. Focus funding on infrastructure needs where there is a significant increase in cost if maintenance is delayed (such as street maintenance).
 - ii. Focus investments in technology that have the greater return on investment in terms of services to the public and employee productivity.

Improve the Efficiency and Effectiveness of Service Delivery

- Before restoring prior service methods, evaluate options to determine if alternative service delivery models would be more cost effective.
- Ensure strategic support and technology resources are capable of supporting direct service delivery and effective management of the organization.
- Prioritize organizational investments that maximize workforce productivity, efficiency, and effectiveness.
- Pursue opportunities and methods, including performance, to retain, attract, and recognize employees within resource constraints.